Stand Up for Your Rights at UPS

THE RIGHT TO REPRESENTATION

The Union steward and business agents represent you much like a lawyer represents a client. You are entitled to Union representation during any investigatory interview in which ***you reasonably believe may result your discipline.***

Statements should not be made or signed at the request of management without the presence of a shop steward or business agents. This could be in regards to you or any others employees work performance.

During any dispute with management (this includes **Loss Prevention**) always ask for a Union shop steward. If you were denied this right you can refuse to discuss any issue that could result in disciplinary action.

You cannot be dismissed of disciplined for requesting Union representation.

Any time a supervisor asks to speak with you and/or about a grievance or disciplinary problem:

1.) Remain on the clock.
2.) Ask for a steward.
3.) Consult with your shop steward before an investigatory interview (it is your right and in your interest).
4.) Always assume any discussion can become part of your permanent record.
5.) If a union member wants to meet without a steward present he or she must sign a written waiver provided by the company.

SUPERVISORS WORKING

Supervisors are **prohibited** from performing any union work that a Teamster would get paid to do.

Supervisors are not permitted to handle packages, drive company vehicles, deliver or move packages, use scanners, or perform any other duties Teamsters are paid to do.

Setting up your work is not a supervisors job. If you need help with heavy packages or items, ask for help but don't let it be a supervisor it **must** be another union employee.

Note: A supervisor will always have a reason as to why they are doing our work. However, no matter what their reasoning may be, it is a violation of the contract that was agreed to by the company and the Union.

HARASSMENT AND PRODUCTION

Harassment includes shouting, swearing, and physical intimidation, such as standing over you or very close to you while you are trying to work; not allowing you to go to the bathroom, timing your work, threatening to fire you, refusing to grant you time off you are entitled to under the contract and other acts of coercion.

Do not allow a supervisor or any other fellow employees try to manipulate you into working in an unsafe manner. Explain that you **"are working at the best of your abilities."** Always write down your supervisor's verbal abuses immediately after the shift is completed. If your supervisor does not give you the respect you deserve, bring this to the attention of your steward.

If management tells members they "have to" meet the production levels, remind members:

1.) There is ***nothing*** in the UPS agreement which requires a certain number of stops per hour or number of packages sorted, loaded or unloaded per hour.

2.) They are required to follow UPS methods to the best of their ability and produce a fair day's work, giving due consideration to age and physical condition.

OVER 70-POUND PACKAGES

UPS **cannot** require an employee to handle an over 70 pound package without help from another union member and/or proper lifting devices if the employee believes that handling it alone or with customer assistance would be a safety hazard.

Inside handling of over 70s shall be as irregulars, not commingled with under 70s.

New language in our contract provides that UPS may not increase the weight limit on its packages without negotiating an agreement with the Teamsters.

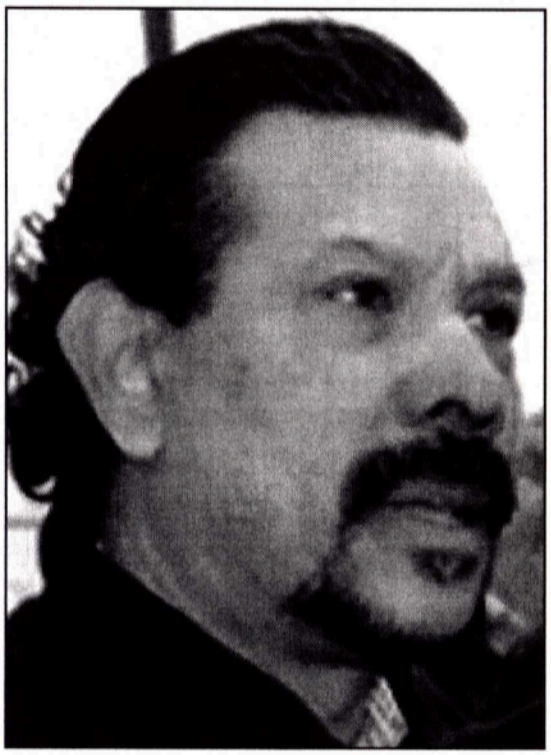
Note: It is not your responsibility to find another union member to help you lift an over 70, it is management's responsibility to find a union member to help you. Don't ask a supervisor to help you, it is our work not theirs.

This informational flyer was produced by UPS-Jefferson Street stewards and activists.

TEAMSTER ORGANIZER ASSASSINATED IN EL SALVADOR

Gilberto Soto, a Teamster organizer, was assassinated in El Salvador on November 5. He was in El Salvador building links between the Teamsters and unions organizing port workers in Central America.

He was killed by two gunmen outside his mother's house, according to witnesses. Soto, a long-time organizer with the Teamsters Port Division in New Jersey, was working with the Danish union SID documenting the violation of workers' rights by Maersk, one of the largest shipping companies in the world.



Maersk has a long and rotten record of violating workers' rights, particularly in El Salvador. In 2001, for example, Maersk fired and blacklisted over 100 drivers in El Salvador in a vicious union-busting campaign. Soto was just beginning his organizing work in Central America when he was assassinated. He had planned meetings with port workers in Nicaragua, El Salvador, and Honduras.

There is a long and sordid history of right-wing death squads in El Salvador–made up of members of the police and the military–killing trade unionists at the behest of the richest employers. It is likely he was murdered by such a group.

"We need an investigation. This murder did not just happen. There is something behind this. We demand justice in this country (El Salvador), where there is so little justice," says Gilberto's sister. Gilberto Soto was one day short of his 50th birthday. He leave behind his wife and three children. He was a beloved figure among trade unionists he worked with in the Northeast. ■

Gilberto Soto was shot outside the door to his mother's home

■ Written and distributed by concerned members of Teamsters 705 at UPS.

"Why We Say Vote No!"

As most people have heard by now a tentative contract agreement has been reached between UPS and Teamsters Local 705. While a large majority of our Local 705 Negotiating Committee voted to accept a tentative agreement for our local contract, it is important to that dissenting voices be heard.

If this contract is ratified it will be a serious setback for all Teamsters at UPS. That is why we are encouraging people to vote no! Here are some reasons why:

First, this contract proposal if ratified will weaken our overall bargaining position with UPS. The proposed six-year contract will allow UPS to build up the non-union wing of the company specifically UPS Logistics. Currently our union represents the overwhelming majority of non-supervisory workers at UPS. How many workers will our union represent if the company has six long years to build up its non-union wing? If this is allowed to happen UPS will be in a much stronger position to attack us six years from now.

Second, this proposal will weaken our union internally. If ratified the gap between Full-timers and Part-timers will grow. Full-time package and feeder drivers will be making over $28.00 an hour while Part-timers will continue to start at $8.50/$9.50 an hour in 2008! Despite the creation of new full-time jobs in the last contract UPS has hired nearly 40,000 new part-timers nationally! We are getting a smaller number of fulltime jobs in this contract proposal than we got in 705 last time. We are falling behind in the creation of full-time jobs!

Third, not only will the gap between Full-timers and Part-timers grow but the gap between Full-timers will also grow. Many of the combination jobs created under the old contract were air-hub combination jobs that allowed those members to be paid two different pay rates. While the other combination jobs have a pay scale that is considerably below package and feeder. The contract proposal doesn't change this. It even extends the wage progression for those going into package from two years to 30 months!

While UPS has agreed to some (highly exaggerated) wage and pension increases during the life of the proposed contract **—this is a strategy to buy peace now in order to wage war later.** Some time in the next few weeks' members of Teamsters 705 at UPS will all receive ballots in the mail. Vote No! We can do better!

Joe Allen & Don Schraffenberger
UPS-Jeff St. / Supporters of *Socialist Worker* newspaper

Resolution to the 1999 TDU Convention

Whereas it has been the longstanding position of the progressive rank-and-file movement to fight for the independence of the trade union movement from government control.

Whereas the federal government's oversight of the IBT has encouraged the most reactionary, anti-union political forces in the country to interfere in the internal affairs of the union.

Therefore, be it resolved that TDU campaign to end the Federal government's oversight of the International Brotherhood of Teamsters.

Joe Allen
IBT 705
Shaun Harkin
IBT 804

Brown Boxer

Use the Union's Power!

Written and distributed by members of Teamsters 705 & 710 at UPS

Vote Yes!

SEND IN YOUR BALLOT BY JUNE 30

By now all members of Teamsters 705 - UPS, Freight, Cartage, Movers, Tankers and Cartage - will have received their ballot to vote on the proposed special strike fund assessment of $5 per month for each member for the next two years.

While we believe that the letter from the Teamsters 705 executive board outlines very well the issues behind the need for a special assessment, we wanted to highlight a few points concerning the strike fund for us at UPS.

In 1997 we won an important but difficult strike at UPS. We prevented UPS from stealing our pension fund, having unlimited subcontracting of feeder work and not creating any full-time jobs out of part-time positions.

Though we defeated the company they still want these things and many UPS managers talk openly about breaking the union during the next contract fight.

We are going to be facing a very serious situation two years from now when our 705/UPS contract comes up for renegotiation. There is no better way to send a strong message to UPS than to return an overwhelming **YES** vote on the strike fund assessment.

Our future depends on having a strong union with a well funded strike fund for all members.

"Our ultimate goal is to get rid of the union"

- Noel Massie, Metro Package Division Manager.

Labor donated ***Please copy and distribute***

Teamsters Local Union 705

chartered as

Truck Drivers, Oil Drivers, Filling Station and Platform Workers Local Union No. 705

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AFL-CIO

1645 WEST JACKSON BLVD • CHICAGO, ILLINOIS 60612 • Phone: (312) 738-2800 101

January, 2001

TO: All Local 705 Members

FROM: Gerald Zero, Secretary Treasurer

RE: Strike Fund Assessment

In July, 2000 the Local 705 members approved a special assessment of $5.00 per member per month for a period of 2 years. The purpose of the special assessment is to replenish the Local 705 Strike Fund. The Executive Board has determined that the assessment will start in January, 2001 and will run through December, 2002.

Many of you have been the recipient of benefits from the Local's Strike Fund over the 4 years since the last assessment. Members from UPS, the Movers and Tankers groups, the Kankakee Area Construction, and many others received benefits. The Strike assessment which you approved allows us to move into the future with a good measure of security. Thank you again for your support in this matter.

If your employer deducts the dues from your check, the assessment may show as added to your dues or it may show as a separate assessment entry. Each employer will set up the deductions based on their payroll system.

If you self pay your dues, all payments will be allocated in accordance with the procedures outlined in the Constitution and Bylaws. We will mail receipts on **SELF PAYMENTS** starting in January. This will allow you to have a record of how the payments we received were allocated.

No receipts will be mailed for payments received from employer payroll deductions. Your payroll check stub is your receipt. Please make sure you save your check stubs. All payments are allocated in accordance with the procedures outlined in the Constitution and Bylaws and may not match with what is identified on your check stub.

If you have questions regarding the purpose of the assessment, please contact your Union Steward or Union Representative. If you have questions regarding the deduction of dues, initiation fees or assessments, please contact the Union Dues Department of the Local Union.

EMPLOY UNION LABOR—INVEST IN THE BEST

Form 734 M

Vote Yes on Proposals #2 and #3

Proposal #2

Stewards Council
Section 12, new paragraph (B)

A Stewards Council consisting of all stewards in the local union shall meet at least semi-monthly. The meeting schedule and agenda will be coordianated by a Chief Steward elected by the Council in consultation with the Principal Officer. The Principal Officer (or a designee) will attend all meetings. The Council shall be self-governing within the bylaws and may research educational programs, set up subcommittees, make recommendations to the Principal Officer and executive Board and disceuss grievances, contract problems or personel. The Council shall prepare rules governing the process by which stewards are elected and submit rules for Executive Board approval. The Council shall not have the authority to enter into any contracts which bind the local union.

Proposal #3

Strike Fund
Section 18, new subparagragh (G)

A permanent strike fund consisting of $2.00 per month special assessment per member shall be voted on by the entire membership and require a simple majority within 90 days of the approval of this Article. This fund shall only be used for strike benefits and strike related expenses incurred in connection with Teamsters Local 705 strikes, lockouts or organizing strikes. Any questions about expending such funds shall be decided by the Executive Board. Records and expenditures shall be read at every General Membership meeting and be available for members' examination at Local 705 Offices. The Strike Fund can be terminated or changed only through these bylaws and their rules.

Brown Boxer

Use the Union's Power!

written & distributed by concerned members of Teamsters 705 and 710 at UPS 03/2000

Your Vote Will Make a Difference!

Vote for a stewards' council and a permanent strike fund

March 19 10:00 a.m. 300 S. Ashland

The March membership will be an historic occasion for the members of Teamsters 705. For thirty years rank and file reformers have been fighting to give more power to the membership. This Sunday we will have the opportunity to vote for fundamental changes in the constitution of our local union. Each and every one of your votes will make a difference! There are several proposals that are going to be voted on.

***The Brown Boxer* is calling for a *No* vote on the proposal #1 and a *Yes* vote on proposals #2 and #3.**

Proposal #1 was submitted by the executive board of the local union and President John McCormick. While their proposal calls for elected stewards, it says that they can be removed for "not supporting union policy," and it would double the initiation fee of part-timers (mostly UPS) to $100. This proposals are unacceptable and should be voted down.

Proposals #2 and #3 were submitted by Secretary-Treasurer Gerry Zero. The Proposal #2 is a self-governing Stewards Council and proposal #3 is a permanent strike fund. There are several reasons we need these amendments passed. A Stewards Council would allow us to build the type of stewards network needed to fight the bosses and organize the membership for the next big contract fights.To support our upcoming battles it will be necessary to have a strike fund with a permanent assessment. A war-chest that can support the members of 705 from the smallest moving company to the 11,000 members at UPS is now indispensible.

Vote No on Proposal #1 ☒
Vote Yes on Proposal #2 ☑
Vote Yes on Proposal #3 ☑

If you think things aren't working, you're right!
Vote for a stewards' council. [redacted]

Labor Donated

Amendment to Local 705 Constitution and Bylaws
Section 13: Business Agents and Stewards

(A) Business Agents (delete) "and stewards" shall be appointed by the principal executive officer except that four (4) Business Agents shall be elected.

(B) (Add) Stewards

(a) Stewards shall be elected by majority vote of the membership of their respective division, craft, place of employment or section thereof as determined by the Local Union Executive Board. Election shall be held every year at a date, time and place as established by the principal officer. Once duly elected in such manner, they may not be removed from office except by special impeachment vote of their respective constituency or by regularly scheduled election. The number of stewards for each division, craft, place of employment or section thereof shall be determined by the Local Union Executive Board.

(b) In the event of impeachment vote of the membership, appointment by the Local Union Executive Board of a temporary replacement is required until such time as another election can be held.

(c) In such division, craft, place of employment or section thereof where no candidate are proposed for election , the Local Union Executive Board may appoint a steward or stewards until there are candidates available for election.

Name	Signature	Social Security

Amendment to Local 705 Constitution and Bylaws
Section 20: Rights of Members

(Add) (E) Rights of members

(8) No less than six months prior to a contract expiration, the Local Union Executive Board shall propose the method and time schedule for gathering bargaining issues and determining the key bargaining demands. The bargaining unit, through membership meetings or delegate assemblies, shall adopt a statement of the key bargaining demands.

(9) No less than six months prior to contract expiration, the Local Union Executive Board shall request volunteers from the membership for a contract campaign committee. The Principal Officer shall appoint the committee and the chairperson from the volunteers.

(10) No less than six months prior to contract expiration, the Local Union Executive Board shall request volunteers from the membership for the bargaining committee. The Principal Officer shall appoint the bargaining committee from the volunteers.

(11) All tentative contract agreements, amendments to the contract, and letters of understanding must be ratified by the membership following a meeting or meetings with proper and timely notice given to the affected bargaining unit members of the meeting or meetings.

(12) The vote on ratification will not be combined with any other vote such as the decision to go on strike.

(13) Within 24 hours of reaching a tentative agreement, copies of it , with additions and strikeouts clearly marked to indicate changes from the previous agreement, will be made available for inspection in hard copy or electronic form. Any member may request a copy of the tentative agreement provided they have pre-paid a reasonable fee for duplication and or shipping.

(14) A reasonable time prior to the ratification vote on any contract the Union will prepare and distribute an accurate summary of the tentative agreement. Minority reports of the bargaining committee members, if any, will be included.

(15) An adequate period will be provided before the ratification vote for consideration of any tentative agreement and for the formulation and distribution of alternative views, if any.

(16) Members shall be entitled to a copy of their contract and all letters of understanding covering the member at no cost. Members also shall have the right to inspect and copy any contract or letter of understanding agreed to by the Local Union, subject to the payment of a reasonable fee for the copy expense.

(17) If significant numbers of members of a bargaining unit speak a language other than English, they shall be entitled to a copy of their contract in their language.

(18) If significant numbers of members of a bargaining unit are non-readers or vision impaired, they shall be entitled to a copy of their contract on tape.

(19) Members shall have the right to be fully informed about the progress and status of any grievance in his/her bargaining unit.

(20) Members shall have the right to be informed in a timely manner of all upcoming meetings that affect His/her craft.

(21) Members shall have the right to vote by secret ballot in all elections and on all contracts and binding agreements with management.